



United Nations Sustainable Development Goals (SDGs)

The 17 SDGs agreed by all 193 UN Member States in 2015, call on society (including governments, businesses and civil societies) to work together to end extreme poverty, fight inequality and injustice, and protect our planet. Meeting the goals by 2030 will require an unprecedented effort and we have a responsibility to play our part.

We have selected six SDGs and supporting targets that we believe we at CWT are best positioned to address. As well as listing the specific actions we have done to target these in 2018, icons are featured throughout the report to show where we have targeted specific goals across our domains.



Sustainable Development Goals and Targets	Our contribution in 2018	The path ahead
<div data-bbox="129 791 315 979" style="background-color: #c00000; color: white; padding: 10px; display: flex; align-items: center;"> 4 <div style="text-align: left;"> <p style="margin: 0;">QUALITY EDUCATION</p>  </div> </div> <p>SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.</p> <p>Target 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<p>Education is one of the 3Es of our community involvement strategy, which also supports projects relating to emergencies and essential needs. In addition it provides help to projects relating to anti-human trafficking and military veteran support.</p> <p>In 2018, our employees launched more than 100 3E community initiatives. In line with SDG 4 we continued to champion education and employability projects for young people (see p65).</p>	<p>We will continue to support the transfer of knowledge and skills from one generation to the next through our focus on educational projects.</p> <p>We will also continue to raise awareness of topics such as human rights, anti-human trafficking, ethics and the environment among our employees through educational training and development opportunities.</p>



Sustainable Development Goals and Targets Our contribution in 2018 The path ahead



SDG 5: Achieve gender equality and empower all women and girls

Target 5.1

End all forms of discrimination against all women and girls everywhere.

Target 5.2

Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

Target 5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

In 2018, our Diversity and Inclusion Taskforce continued to promote equality across our organization. This included encouraging our leadership team and employees to sign the UN Women's Empowerment Principles and drive change for gender equality (see p29).

In 2018, our Global Talent Acquisition team, supported by the RB team, organized non-discrimination training sessions for all CWT recruiters around the world.

In 2018, we ran a communications campaign to promote our updated Code of Business Ethics and Conduct, which addresses anti-harassment and other key topics. The campaign also encouraged employees to report any improper or inappropriate behavior, in accordance with local laws and regulations (see p19-20).

With the goal of reducing bias in the workplace, we offered unconscious bias training to our employees in 2018. The 'Understanding Unconscious Bias' training course helps employees identify where unconscious bias can show up in our everyday lives, what its impacts are and what can be done to address them.

Our anti-trafficking efforts are in support of organizations that fight to eliminate trafficking of women and girls such as ECPAT, World Childhood Foundation, Thorn, and The Orphaned Starfish Foundation.

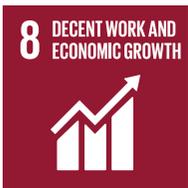
Our Diversity and Inclusion Taskforce, following the UN Women's Empowerment Principles, will put in place additional measures to promote gender equality moving forward.

We will also continue to promote non-discrimination and unconscious bias training to ensure an inclusive workplace.

We will further reinforce our support to organizations fighting human trafficking.



Sustainable Development Goals and Targets Our contribution in 2018 The path ahead



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Target 8.7

Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.

Target 8.8

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

We provide quality employment and contribute to economic growth through our human resources and human rights efforts as well as our business performance (see p18).

Driven by our Anti-Human Trafficking Taskforce, we pressed forward with actions to prevent human trafficking and modern slavery in all its forms. Through strong policies, processes and community action, we oppose all forms of slavery and human trafficking – without exception (see p44 and p67).

We will continue to uphold our commitment to external frameworks that promote human rights and equal opportunities such as the UNGC, the Women’s Empowerment Principles, ILO and Universal Declaration of Human Rights.

Our global Anti-Human Trafficking Taskforce will continue to reinforce our policies, increase awareness and education, and collaborate with stakeholders and public leadership.



SDG 10: Reduce inequality within and among countries

Target 10.2

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Target 10.3

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

We strive to promote equal opportunities for all, regardless of ethnic and cultural backgrounds, age, gender, sexual orientation or disability.

In 2018, we published our vision, high-level objectives and principles in the form of a Global Diversity and Inclusion Charter. Our Charter was informed by the UN Global Compact and the UN Women’s Empowerment Principles (see p29).

We hold ourselves to high standards of conduct, and maintain a zero tolerance stance on any forms of discrimination or harassment. This included efforts to eliminate discrimination through unconscious bias training (see p32).

A key focus will be continuing to evaluate and further reinforce our internal processes to ensure diversity and inclusion for all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Sustainable Development Goals and Targets Our contribution in 2018 The path ahead



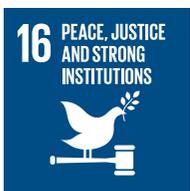
SDG 13: Take urgent action to combat climate change and its impacts

Target 13.2
Integrate climate change measures into national policies, strategies and planning.

Target 13.3
Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Our global RB team continued to coordinate actions to reduce our environmental footprint and raise awareness of environmental challenges and opportunities within our business in 2018 (p49).
Our Environmental Awareness Week focused on the topic of responsible meetings and events, and we continued to offset the carbon impact of several major events in 2018 (see p50).

Promoting an environmentally-conscious culture through awareness campaigns and targeted initiatives will remain a focus.
Efforts will also continue to expand our environmental reporting measurement and further integrate environmental considerations to reduce our global footprint.



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Target 16.2
End abuse, exploitation, trafficking and all forms of violence against and torture of children.

Target 16.5
Substantially reduce corruption and bribery in all their forms.

Our Anti-Human Trafficking Taskforce continued to raise awareness of the topic and take positive action (see p44).
In 2018, we worked in partnership with ECPAT International to launch digital anti-trafficking ads on myCWT portal, with the objective of creating awareness among travelers about reporting signs of sexual abuse and trafficking.
We also continued to reinforce our collaboration with partners such as the World Childhood Foundation, ECPAT, Orphaned Starfish Foundation and Thorn to end abuse, exploitation and trafficking of children (see p67).
Our anti-corruption policy outlines our zero-tolerance stance on bribery and corruption.

The fight to tackle human trafficking will remain a focus as we look to reinforce policies, create more awareness and build even stronger partnerships with stakeholders and leaders.